



# Personnel Subcommittee

*Accelerating Learning and Overcoming COVID Related  
Learning Loss Through Increased  
Support for Students and School Communities*



*Subcommittee Presentation - June 10, 2021*



## Agenda

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1. Virtual Academy
2. Support for Renaissance Schools
3. Dropout Prevention
4. Support for Parents and Families
5. Professional Learning and Operational Support





# Virtual Academy

What is it?

LPS would be proposing a new school, not a new program. The proposed school will run a well-developed, high-quality virtual school for grades 7-12. The proposed school will be subject to the state accountability system.

Why is it needed?

Since returning to in-person learning in April, DESE recognizes that some families may continue to desire a virtual option. Likewise, a small subset of secondary students have been reported to perform at a higher level within the remote setting.





***\*All recommended positions for the virtual academy are school-based positions***



## Virtual Academy

What services will be provided in support of students?

School principal

16 teachers (depending on student enrollment)

Guidance counselor

Social worker

Nurse

(EL and Special Educators as required by DESE guidelines)



## ***Renaissance Network***

Bartlett

Butler

Greenhalge\*

Robinson

Stoklosa

Sullivan

Lowell High School



*\*Not in bottom 10%*

## **Support for Renaissance Schools**

What is it?

The Renaissance Network is a strategy to support our chronically underperforming schools.

Why is it needed?

Schools are assigned to the network based on DESE accountability percentiles. The schools within the network require differentiated services and supports to address and narrow long-standing achievement, performance and opportunity gaps.



***\*All recommended positions to support Renaissance Schools are school-based positions***

## Support for Renaissance Schools

What resources are recommended to improve support for students?

School Climate Specialists (1 per school, except LHS)

Data Inquiry Facilitators (1 per two schools)

Academic Coaches (1 per two schools)

Bilingual Family Liaisons (1 per school, except LHS)

Associate Head of School (LHS only)



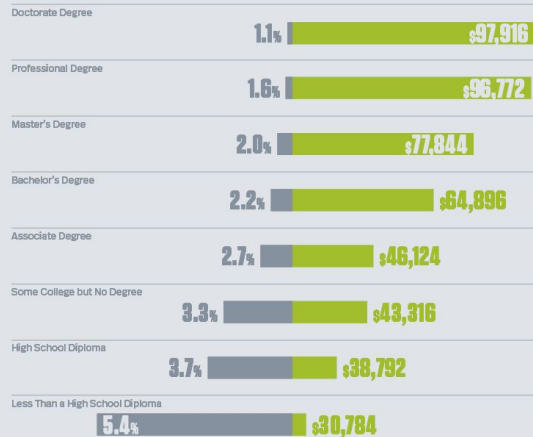


## Northeastern University

## EDUCATION PAYS

Median  
Earnings  
AVERAGE \$62,066

Unemployment  
Rate  
AVERAGE 3.75%



All salary data is sourced from the U.S. Bureau of Labor Statistics (BLS).

# Dropout Prevention

## What is it?

A Student Resource Center will be established to recruit and re-engage students who have dropped out of school through direct outreach to students, families and community-based organizations while also coordinating and aligning services in the District's alternative school portfolio to better meet the needs of our most at-risk students.

## Why is it needed?

The current district-wide dropout rate is over 9% with more than 350 students who are estimated to currently reside within the district, who are school-aged, haven't obtained a diploma or GED and are not currently enrolled in any school or academic program next year





***\*The Director of Alternative Education is a pre-existing position that existed within Lowell Public Schools until it was cut in 2017 due to budget constraints. The recommendation before the committee is to restore the position and update the job description to reflect a 12-month work schedule***

## Dropout Prevention

What resources are recommended to improve support for students?

Director of Alternative Education (\*restored)  
Student Outreach Liaison  
Clerk (Student Resource Center)







# Support for Parents and Families

What is it?

A Parent Leadership Institute will be established to increase family literacy through centrally-coordinated, school-based morning, evening and weekend workshops and learning events for parents, guardians and families of students.

The Institute will deliver evidence-based, high impact programming to parents to empower them to become advocates for their children's education and to become stronger partners with their schools.





# Support for Parents and Families

What resources are recommended to improve services to families?

Director of the Parent Leadership Institute

Parent/Family Advocate (\*position located at the Family Resource Center)





***\*\*The Director of Technology and Coordinator of Research and Accountability are pre-existing positions that existed within Lowell Public Schools until they were cut due to budget constraints. The recommendation before the committee is to restore these two position and update the job descriptions to better reflect current needs***



## Professional Learning and Operational Support

Additional Positions Needed to Support Professional Learning and Districtwide Operations:

Director of Technology (\*restored)

Deputy Chief Academic Officer

Coordinator of Culturally and Linguistically Sustaining Practices

Coordinator of Research and Accountability (\*restored)

Assistant to the Director of Facilities